**ANNEX 1**

**Indicators of forced labour at workplaces in Xinjiang**

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| Lack of transparency  | Suppliers or sub-suppliers using shell companies to hide the origin of goods and/or using contracts with opaque terms. Financial transactions that make it difficult to determine where the goods were produced, or by whom. |
| Social insurance programs | Suppliers or sub-suppliers disclosing high revenue but having very few employees paying into the government’s social security insurance program. |
| Terminology  | Any mention of internment terminology (e.g., Education Training Centers (职业教育培训中心) or Legal Education Centers) coupled with poverty alleviation efforts, ethnic minority graduates, or involvement in reskilling. |
| Government incentives | Suppliers or sub-suppliers receiving government development assistance as part of the government’s poverty alleviation efforts or vocational training programs; Suppliers or sub-suppliers involved in the mutual pairing assistance program. |
| Government recruiters | Suppliers or sub-suppliers implementing non-standard hiring practices and/or hiring workers through government recruiters. |
| Factory location | Suppliers or sub-suppliers operating in Xinjiang – often within the confines of internment camps, near internment camps, or within the confines of or adjacent to industrial parks involved in poverty alleviation efforts.  |
| Audit difficulties | Auditors being detained, harassed, threatened or stopped at the airport. Auditors being required to use a government translator. |

**Indicators of forced labour at workplaces outside Xinjiang**

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| Hiring processes | Labour force through third parties including government recruiters, dispatch agencies, schools or other groups.  |
| Social insurance programs | High revenue but very few employees paying into the government’s social security insurance program. |
| Government relationship | Funded or subsidised by the government.  |
| Size and location | Multiple production sites including in Xinjiang.  |
| Ethnic minorities | Policies to support ethnic diversity, which may reference time for prayer, dining services that provide non-pork options, accommodation policies requiring that minorities live with ethnic peers, translations into minority languages. Bans on religious practices.  |
| Coercion | Audit reports disclosing infractions on freedom of employment, intimidations and threats, hostility, withheld income, fines, severe punishment or violence.  |
| Restriction of movement | Fenced-in factories, police guard posts in factories, security personnel and so called “military-style” management, high-tech and digital surveillance tools. |
| Isolation  | Segregated dorms and transportation in dedicated trains. |
| Excessive hours and political indoctrination | After-work Mandarin language classes and political indoctrination sessions that are part of job assignments. |